

2016 PERMANENT AWARD – SUMMARY OF PROPOSED CHANGES

This document is a quick reference document that shows only the changes made since the summary that was released on 2 October. For a better understanding members should see the full award document published with SITREP 33.

8. Hours of Work

- 8.2.2.3 must operate within the hours of the Operational Firefighter's default roster, provided that employees whose default roster is the Special Roster may apply to work alternative rosters that commence and cease up to two hours earlier or later than provided by the Special Roster.
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13. Progression and Promotion Provisions

Senior Firefighter to Leading Firefighter

- 13.7 Progression from Senior Firefighter to Leading Firefighter shall be subject ~~to: firstly, at least twenty four (24) months service with Fire and Rescue NSW as a Senior Firefighter as of the closing date for applications pursuant to subclause 13.7.1; secondly, application and acceptance pursuant to subclause 13.7.3; and thirdly, the~~ to the satisfactory completion of the training and/or training competencies Leading Firefighter Program specified, by the Commissioner on the advice of the Training Review Committee, ~~for progression to Leading Firefighter.~~
- 13.7.1 Applications for ~~progression to~~ Leading Firefighter Program positions shall be called for from eligible ~~Senior Firefighters~~ applicants in Commissioner's Orders, with the closing date for applications to follow four weeks thereafter. The number and location of Leading Firefighter Program positions available shall be specified in the same Commissioner's Orders, and shall be solely dependent on the staffing needs of the Department.
- 13.7.2 ~~A~~ An eligible applicant for the purposes of subclauses 13.7.1 and 13.7.3 shall be a Senior Firefighter with who: firstly, has completed at least twenty four (24) months service with Fire and Rescue NSW at ~~that rank shall be eligible to apply for any Leading~~ Senior Firefighter rank as of the closing date for applications; secondly, has already taken the tests referred in subclause 13.7.3; and thirdly, is permanently attached to a station within the Transfer Register area in which the Leading Firefighter Program position ~~except where:~~
- ~~13.7.2.1 the Leading Firefighter position is available is located within. For the purposes of subclause 13.7 only, the GSA, in which case the applicant must shall be either:~~
- ~~13.7.2.1.1 permanently attached to~~ considered a station within the GSA; ~~or~~
- ~~13.7.2.1.2 the~~ Transfer Register area and a permanent occupant of an Operational Support position; ~~or~~
- ~~13.7.2.2 the Leading Firefighter position available is located outside of the GSA, in which case the (an Operational Support applicant must) shall be considered to be permanently attached to a station within the Transfer Register area in which the Leading Firefighter position is available~~ GSA regardless of their actual work location.
- 13.7.3 The successful applicants for ~~progression to~~ Leading Firefighter ~~at each location~~ Program positions shall be determined by order of the ~~scores~~ results achieved by eligible applicants ~~for that location~~ in tests specified by the Commissioner

following consultation between the Department and the Union. The Department shall accept the same number of eligible applicants ~~for a location~~ as there were positions advertised for that location in accordance with subclause 13.7.1, provided that for each ~~subclause 13.7.2.1.2~~ Operational Support applicant who is initially accepted the Department shall also accept one further ~~subclause 13.7.2.1.1~~ non-Operational Support applicant, so that the final number of ~~13.7.2.1.1~~ non-Operational Support applicants accepted within the GSA shall be equal to the number of positions advertised.

- 13.7.4 Senior Firefighters accepted ~~at subclause 13.7.3~~ onto the Leading Firefighter Program who subsequently fail to satisfactorily complete the ~~training and/or training competencies specified for progression to Leading Firefighter Program~~ within a reasonable time shall ~~cease to be eligible for such progression~~ removed from the Program and shall not be readmitted to the Program unless and until such time as they successfully re-apply pursuant to subclauses 13.7.1, 13.7.2 and 13.7.3.

Leading Firefighter to Station Officer

- 13.8 Promotion from Leading Firefighter to Station Officer shall be determined by the merit selection process specified by the Commissioner following consultation between the Department and the Union and shall be subject to the occurrence of a vacancy and the satisfactory completion of the ~~training and/or training competencies~~ Station Officer Program specified, by the Commissioner on the advice of the Training Review Committee, ~~for progression to Station Officer.~~

- 13.8.1 Subject to subclause 28.7, applications for promotion to Station Officer shall be called for from ~~eligible~~ Leading Firefighters with at least twelve (12) months service with Fire and Rescue NSW at that rank in Commissioner's Orders, with the closing date for applications to follow four weeks thereafter. The number (and, if located ~~in areas~~ outside of the GSA and Regional Transfer Register areas listed at subclause 28.2.2, both the number and the location) of Station Officer positions available shall be specified in the same Commissioner's Orders, and shall be solely dependent on the staffing needs of the Department.

~~13.8.2 The reference to "eligible Leading Firefighters" in subclause 13.8.1 means Leading Firefighters with at least twelve (12) months operational service with Fire and Rescue NSW at that rank.~~

~~13.8.3~~

- 13.8.2 Leading Firefighters who successfully apply pursuant to subclause 13.8.1 (or ~~and~~ Senior Firefighters who successfully apply pursuant to subclause 28.7.2) and who subsequently fail to ~~attain promotion to~~ satisfactorily complete the Station Officer Program within a reasonable time shall be removed from the Program and shall cease to be eligible for such promotion. Nothing shall prevent such ~~Leading Firefighters (or Senior Firefighters)~~ employees from re-applying pursuant to subclause 13.8.1.

Station Officer to Leading Station Officer

- 13.9 Progression from Station Officer to Leading Station Officer shall be subject to: ~~firstly, at least twelve (12) months service with Fire and Rescue NSW as a Station Officer as of the closing date for applications pursuant to subclause 13.10.1; secondly, application and acceptance pursuant to subclause 13.9.3; thirdly,~~ the satisfactory completion of the training and/or training competencies Leading Station Officer Program specified, by the Commissioner on the advice of the Training Review Committee, ~~for progression to Leading Station Officer; and finally and,~~ in the case of a Station Officer who is a permanent occupant of an Operational Support Level 1 or Level 2 position or who applies pursuant to subclause 13.9.2.1.2 ~~or 13.9.2.1.3~~, transfer to a station within the GSA.

- 13.9.1 Applications for ~~progression to~~ Leading Station Officer Program positions shall be called for from eligible ~~Station Officers~~applicants in Commissioner's Orders, with the closing date ~~effor~~ applications to follow four weeks thereafter. The number and location of Leading Station Officer Program positions available shall be specified in the same Commissioner's Orders, and shall be solely dependent on the staffing needs of the Department.
- 13.9.2 ~~An eligible applicant for the purposes of subclauses 13.9.1 and 13.9.3 shall be a Station Officer with who has completed~~ at least twelve (12) months service with Fire and Rescue NSW at ~~that~~ Station Officer rank as of the closing date for applications, provided that:
- ~~13.9.2.1 shall be eligible to apply for any if the~~ Leading Station Officer ~~position except where~~Program
- ~~13.9.2.1~~ ~~the Leading Station Officer~~ position available is located within the GSA, ~~in which case~~ the applicant must also be either:
- 13.9.2.1.1 permanently attached to a station within the GSA; or
 - 13.9.2.1.2 permanently attached to a station located both outside of the GSA and outside of a Regional Transfer Register Area; or
 - 13.9.2.1.3 the permanent occupant of an Operational Support ~~Level 1 or Level 2~~ position; or
 - 13.9.2.1.4 ~~the permanent occupant of an Operational Support Level 2a or Level 3a position; or~~
- ~~13.9.2.2~~ ~~if~~ the Leading Station Officer Program position available is located outside of the GSA but within a Regional Transfer Register Area, ~~in which case~~ the applicant must also be permanently attached to a station within that Regional Transfer Register area; or
- 13.9.2.3 ~~if~~ the Leading Station Officer Program position available is at a Country Officer ~~position~~station (as defined by subclause 28.7.2.1) and there is no Station Officer vacancy at that station, ~~in which case~~ the applicant must also be permanently attached to that station.
- 13.9.3 The successful applicants for ~~progression to a~~ Leading Station Officer ~~at each location~~Program position shall be ~~determined by~~selected from the eligible applicants using the selection process ~~conducted at each location and~~ specified by the Commissioner following consultation between the Department and the Union. The Department shall accept the same number of suitable eligible applicants ~~for a location~~ as there were positions advertised for that location in accordance with subclause 13.9.1.
- 13.9.4 Station Officers accepted ~~at subclause 13.9.3~~onto the Leading Station Officer Program who subsequently fail to satisfactorily complete the ~~training and/or training competencies specified for progression to Leading Station Officer Program~~ within a reasonable time shall ~~cease to be eligible for such progression~~removed from the Program and shall not be readmitted to the Program unless and until such time as they successfully re-apply pursuant to subclauses 13.9.1, 13.9.2 and 13.9.3.

Leading Station Officer to Inspector

- 13.10 Promotion from Leading Station Officer to Inspector shall be determined by the merit selection process specified by the Commissioner following consultation between the Department and the Union and shall be subject to the occurrence of a vacancy and the satisfactory completion of the

~~training and/or training competencies~~ Inspector Program specified, by the Commissioner on the advice of the Training Review Committee, ~~for progression to Inspector.~~

13.10.1 Subject to subclause 28.7, applications for promotion to Inspector shall be called for from ~~eligible~~ Leading Station Officers with at least twelve (12) months service with Fire and Rescue NSW at that rank in Commissioner's Orders, with the closing dates of applications to follow four weeks thereafter. The number (and, if located in areas outside of the GSA and the Newcastle, Central Coast and Illawarra Transfer Register areas, both the number and the location) of Inspector and/or Operational Support Inspector positions available shall be specified in the same Commissioner's Orders, and shall be solely dependent on the forward planning needs of the Department.

~~13.10.2 The reference to "eligible Leading Station Officers" in subclause 13.10.1 means Leading Station Officers with at least twelve (12) months operational service with Fire and Rescue NSW at that rank.~~

~~13.10.3~~

13.10.2 Leading Station Officers who successfully apply pursuant to subclause 13.10.1 (or Station Officers who successfully apply pursuant to subclause 28.7.3 or 28.7.4) and who subsequently fail to ~~attain promotion to~~ satisfactorily complete the Inspector Program within a reasonable time shall be removed from the Program and shall cease to be eligible for such promotion. Nothing shall prevent such ~~Leading Station Officers (or Station Officers)~~ employees from re-applying pursuant to subclause 13.10.1.

14. Operational Support Positions

14.12 The classification of Operational Support Level 3 was reclassified as Operational Support Inspector on 14 November 2014, with future vacancies being restricted to applications from employees holding the rank of Leading Station Officer or Inspector, or from Station Officers with at least 24 months service with Fire and Rescue as a Station Officer and who ~~have successfully applied for progression to Leading Station Officer pursuant to subclause 13.9.3~~ are undertaking but ~~who~~ are yet to successfully complete the ~~training and/or training competencies required for that progression~~ Leading Station Officer Program, or otherwise in accordance with subclause 28.7.4.

17. Annual Leave

17.3 The leave roster shall require each employee to be allocated a leave group which shall operate over a 64 week cycle, during which time each employee shall ~~-, depending on their particular leave group, either:~~

17.3.1 work 1344 hours over a 32 week period, then take 192 hours of combined annual leave and 38 hour leave over a four week period, then work 1008 hours over a 24 week period, followed by 144 hours of combined annual leave and 38 hours leave over a four week period; or

17.3.2 work 1008 hours over a 24 week period, then take 192 hours of combined annual leave and 38 hour leave over a four week period, then work 1344 hours over a 32 week period, followed by 144 hours of combined annual leave and 38 hours leave over a four week period.

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17.11 Employees may apply in writing to swap one or more sets of shifts within their next three leave groups, and, if approved, the swapped leave shall be deemed to have been taken in accordance with the employee's own leave group.

28. Transfers Outside of the GSA

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28.7.2.1.4 Senior Firefighters with at least 36 months service with Fire and Rescue NSW as a Senior Firefighter who have been accepted for progression to Leading Firefighter pursuant to subclause 13.7.3 but who are yet to ~~successfully~~satisfactorily complete the ~~training and/or training competencies required for that progression~~Leading Firefighter Program.

...

28.7.2.3 A Senior Firefighter who successfully applies for a Country Officer vacancy pursuant to subclause 28.7.2.1 or 28.7.2.2 shall be required to ~~successfully~~satisfactorily complete the ~~training and/or training competencies required for progression to~~Leading Firefighter Program prior to their transfer to the station/location and performance of the duties of the vacant Country Officer position pursuant to subclause 7.5.2, provided that a Senior Firefighter who successfully applies for a Country Officer vacancy pursuant to subclause 28.7.2.2 and who then ~~successfully~~satisfactorily completes the Leading Firefighter ~~training and/or training competencies~~Program shall not be progressed to Leading Firefighter and/or promoted to Station Officer until ~~their successful completion of~~they also satisfactorily complete the ~~training and/or training competencies required for promotion to~~Station Officer Program.

...

28.7.3.1.3 Station Officers with at least 24 months service with Fire and Rescue NSW as a Station Officer and who have successfully applied for progression to Leading Station Officer pursuant to subclause 13.9.3 but who are yet to ~~successfully~~satisfactorily complete the ~~training and/or training competencies required for that progression~~Leading Station Officer Program.

...

28.7.3.3 A Station Officer who successfully applies for a Country Senior Officer vacancy pursuant to subclause 28.7.3.1 or 28.7.3.2 shall be required to ~~successfully~~satisfactorily complete the ~~training and/or training competencies required for progression to~~Leading Station Officer Program prior to their transfer to the station/location and performance of the duties of the vacant Country Senior Officer position pursuant to subclause 7.5.3, provided that a Station Officer who successfully applies for a Country Senior Officer vacancy pursuant to subclause 28.7.3.2 and who then ~~successfully~~satisfactorily completes the Leading Station Officer ~~training and/or training competencies~~Program shall not be progressed to Leading Station Officer and/or promoted to Inspector until ~~their successful completion of~~they also satisfactorily complete the ~~training and/or training competencies required for promotion to~~Inspector Program.

...

28.7.4.3 A Station Officer who successfully applies for an Operational Support Inspector vacancy pursuant to subclause 28.7.4.1 or 28.7.4.2 shall be required to ~~successfully~~satisfactorily complete the ~~training and/or training competencies required for progression to~~Leading Station Officer Program prior to their transfer to and performance of the duties of the vacant Operational Support Inspector position pursuant to

subclause 7.5.4, provided that a Station Officer who successfully applies for an Operational Support Inspector vacancy pursuant to subclause 28.7.4.2 and who then ~~successfully~~satisfactorily completes the Leading Station Officer ~~training—and/or—training~~competenciesProgram shall not be progressed to Leading Station Officer and/or promoted to Inspector until ~~their successful completion of they also satisfactorily complete~~ the ~~training—and/or—training~~competencies required for promotion to Inspector Program.
